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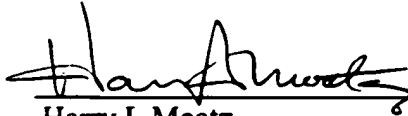


LIMITED RECOGNITION UNDER 37 CFR § 10.9(b)

Jean-Louis Seugnet is hereby given limited recognition under 37 CFR § 10.9(b), as an employee of RHODIA, INC., to prepare and prosecute patent applications wherein the assignee of record of the entire interest is RHODIA, INC. This limited recognition shall expire on the date appearing below, or when whichever of the following events first occurs prior to the date appearing below: (i) Jean-Louis Seugnet ceases to lawfully reside in the United States, (ii) Jean-Louis Seugnet's employment with RHODIA, INC. ceases or is terminated, or (iii) Jean-Louis Seugnet ceases to remain or reside in the United States on an L -1B visa.

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Expires: November 19, 2004


Harry I. Moatz
Director of Enrollment and Discipline